

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

by direction of the Secretary of Labor, William W. Gross, Director, Division of Wage Determinations

U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, Washington,
D.C.

Wage Determination No.: 1994-2517, Revision No: 24, Date of Last Revision: 6/23/03

States: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Callahan, Carson,
Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett,
Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Fisher, Floyd, Foard, Gaines,
Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard,
Hutchinson, Irion, Jeff Davis, Jones, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn,
Martin, McCulloch, Menard, Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos,
Potter, Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman,
Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry, Throckmorton, Tom Green, Upton,
Ward, Wheeler, Winkler, Yoakum, Young

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	7 .71
01012 - Accounting Clerk II	8 .42
01013 - Accounting Clerk III	10 .52
01014 - Accounting Clerk IV	12 .35
01030 - Court Reporter	13 .99
01050 - Dispatcher, Motor Vehicle	11 .74

COPY

01060 - Document Preparation Clerk	11 .95
01070 - Messenger (Courier)	7 .68
01090 - Duplicating Machine Operator	11 .95
01110 - Film/Tape Librarian	10 .84
01115 - General Clerk I	8 .16
01116 - General Clerk II	9 .17
01117 - General Clerk III	16 .25
01118 - General Clerk IV	16 .70
01120 - Housing Referral Assistant	14 .92
01131 - Key Entry Operator I	6 .86
01132 - Key Entry Operator II	8 .70
01191 - Order Clerk I	9 .34
01192 - Order Clerk II	10 .22
01261 - Personnel Assistant (Employment) I	10 .66
01262 - Personnel Assistant (Employment) II	11 .97
01263 - Personnel Assistant (Employment) III	16 .57
01264 - Personnel Assistant (Employment) IV	16 .79
01270 - Production Control Clerk	14 .93
01290 - Rental Clerk	10 .84
01300 - Scheduler, Maintenance	11 .90
01311 - Secretary I	11 .45
01312 - Secretary II	16 .30
01313 - Secretary III	16 .46
01314 - Secretary IV	18 .29

COPY

01315 - Secretary V	20 .26
01320 - Service Order Dispatcher	10 .21
01341 - Stenographer I	10 .44
01342 - Stenographer II	10 .85
01400 - Supply Technician	16 .25
01420 - Survey Worker (Interviewer)	13 .39
01460 - Switchboard Operator-Receptionist	9 .35
01510 - Test Examiner	15 .39
01520 - Test Proctor	15 .39
01531 - Travel Clerk I	8 .54
01532 - Travel Clerk II	9 .15
01533 - Travel Clerk III	9 .73
01611 - Word Processor I	10 .31
01612 - Word Processor II	12 .90
01613 - Word Processor III	14 .44
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10 .33
03041 - Computer Operator I	9 .21
03042 - Computer Operator II	11 .74
03043 - Computer Operator III	15 .77
03044 - Computer Operator IV	17 .52
03045 - Computer Operator V	19 .40
03071 - Computer Programmer I (1)	15 .24
03072 - Computer Programmer II (1)	18 .94

COPY

03073 - Computer Programmer III (1)	23 .09
03074 - Computer Programmer IV (1)	27 .94
03101 - Computer Systems Analyst I (1)	18 .11
03102 - Computer Systems Analyst II (1)	22 .70
03103 - Computer Systems Analyst III (1)	24 .70
03160 - Peripheral Equipment Operator	10 .76
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17 .49
05010 - Automotive Glass Installer	17 .73
05040 - Automotive Worker	17 .73
05070 - Electrician, Automotive	18 .94
05100 - Mobile Equipment Servicer	15 .35
05130 - Motor Equipment Metal Mechanic	20 .11
05160 - Motor Equipment Metal Worker	17 .73
05190 - Motor Vehicle Mechanic	20 .38
05220 - Motor Vehicle Mechanic Helper	14 .18
05250 - Motor Vehicle Upholstery Worker	16 .56
05280 - Motor Vehicle Wrecker	17 .73
05310 - Painter, Automotive	18 .94
05340 - Radiator Repair Specialist	17 .73
05370 - Tire Repairer	12 .90
05400 - Transmission Repair Specialist	20 .11
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6 .78

COPY COPY

07010 - Baker	8 .74
07041 - Cook I	7 .72
07042 - Cook II	8 .85
07070 - Dishwasher	6 .28
07130 - Meat Cutter	11 .06
07250 - Waiter/Waitress	6 .71
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16 .47
09040 - Furniture Handler	10 .26
09070 - Furniture Refinisher	16 .47
09100 - Furniture Refinisher Helper	12 .33
09110 - Furniture Repairer, Minor	14 .40
09130 - Upholsterer	16 .47
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	6 .16
11060 - Elevator Operator	6 .16
11090 - Gardener	7 .10
11121 - House Keeping Aid I	6 .13
11122 - House Keeping Aid II	6 .16
11150 - Janitor	6 .16
11210 - Laborer, Grounds Maintenance	6 .79
11240 - Maid or Houseman	6 .13
11270 - Pest Controller	9 .07
11300 - Refuse Collector	7 .10

11330 - Tractor Operator	8 .14
11360 - Window Cleaner	6 .79
12000 - Health Occupations	
12020 - Dental Assistant	10 .93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10 .93
12071 - Licensed Practical Nurse I	10 .65
12072 - Licensed Practical Nurse II	11 .96
12073 - Licensed Practical Nurse III	13 .37
12100 - Medical Assistant	9 .77
12130 - Medical Laboratory Technician	10 .79
12160 - Medical Record Clerk	11 .24
12190 - Medical Record Technician	13 .54
12221 - Nursing Assistant I	7 .14
12222 - Nursing Assistant II	8 .02
12223 - Nursing Assistant III	8 .75
12224 - Nursing Assistant IV	9 .82
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	11 .96
12311 - Registered Nurse I	16 .66
12312 - Registered Nurse II	20 .40
12313 - Registered Nurse II, Specialist	20 .40
12314 - Registered Nurse III	24 .68
12315 - Registered Nurse III, Anesthetist	24 .68
12316 - Registered Nurse IV	29 .56

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	12 .67
13011 - Exhibits Specialist I	14 .08
13012 - Exhibits Specialist II	17 .17
13013 - Exhibits Specialist III	18 .11
13041 - Illustrator I	14 .08
13042 - Illustrator II	17 .17
13043 - Illustrator III	18 .11
13047 - Librarian	18 .20
13050 - Library Technician	12 .28
13071 - Photographer I	11 .14
13072 - Photographer II	15 .63
13073 - Photographer III	16 .46
13074 - Photographer IV	20 .08
13075 - Photographer V	24 .35

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	6 .60
15030 - Counter Attendant	6 .60
15040 - Dry Cleaner	7 .94
15070 - Finisher, Flatwork, Machine	6 .60
15090 - Presser, Hand	6 .60
15100 - Presser, Machine, Drycleaning	6 .60
15130 - Presser, Machine, Shirts	6 .60
15160 - Presser, Machine, Wearing Apparel, Laundry	6 .60

COPY

15190 - Sewing Machine Operator	8 .37
15220 - Tailor	8 .82
15250 - Washer, Machine	7 .03
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16 .47
19040 - Tool and Die Maker	24 .00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	13 .35
21020 - Material Coordinator	16 .25
21030 - Material Expediter	16 .25
21040 - Material Handling Laborer	9 .52
21050 - Order Filler	10 .07
21071 - Forklift Operator	11 .66
21080 - Production Line Worker (Food Processing)	12 .60
21100 - Shipping/Receiving Clerk	8 .91
21130 - Shipping Packer	8 .91
21140 - Store Worker I	8 .29
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	9 .99
21210 - Tools and Parts Attendant	10 .25
21400 - Warehouse Specialist	12 .60
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	17 .49
23040 - Aircraft Mechanic Helper	12 .33
23050 - Aircraft Quality Control Inspector	20 .49
23060 - Aircraft Servicer	14 .40

COPY

23070 - Aircraft Worker	15 .42
23100 - Appliance Mechanic	16 .47
23120 - Bicycle Repairer	12 .90
23125 - Cable Splicer	18 .97
23130 - Carpenter, Maintenance	16 .47
23140 - Carpet Layer	15 .42
23160 - Electrician, Maintenance	19 .36
23181 - Electronics Technician, Maintenance I	17 .23
23182 - Electronics Technician, Maintenance II	21 .02
23183 - Electronics Technician, Maintenance III	22 .35
23260 - Fabric Worker	14 .40
23290 - Fire Alarm System Mechanic	17 .49
23310 - Fire Extinguisher Repairer	13 .35
23340 - Fuel Distribution System Mechanic	17 .49
23370 - General Maintenance Worker	13 .82
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17 .49
23430 - Heavy Equipment Mechanic	17 .49
23440 - Heavy Equipment Operator	17 .49
23460 - Instrument Mechanic	17 .49
23470 - Laborer	10 .36
23500 - Locksmith	16 .47
23530 - Machinery Maintenance Mechanic	17 .72
23550 - Machinist, Maintenance	17 .84
23580 - Maintenance Trades Helper	12 .33

COPY

23640 - Millwright	17 .49
23700 - Office Appliance Repairer	16 .47
23740 - Painter, Aircraft	16 .59
23760 - Painter, Maintenance	16 .47
23790 - Pipefitter, Maintenance	17 .49
23800 - Plumber, Maintenance	16 .47
23820 - Pneudraulic Systems Mechanic	17 .49
23850 - Rigger	17 .49
23870 - Scale Mechanic	15 .42
23890 - Sheet-Metal Worker, Maintenance	17 .49
23910 - Small Engine Mechanic	15 .42
23930 - Telecommunication Mechanic I	18 .47
23931 - Telecommunication Mechanic II	19 .55
23950 - Telephone Lineman	18 .04
23960 - Welder, Combination, Maintenance	17 .49
23965 - Well Driller	18 .64
23970 - Woodcraft Worker	17 .49
23980 - Woodworker	13 .82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8 .60
24580 - Child Care Center Clerk	10 .72
24600 - Chore Aid	5 .91
24630 - Homemaker	13 .16

COPY

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	17 .49
25040 - Sewage Plant Operator	16 .47
25070 - Stationary Engineer	17 .49
25190 - Ventilation Equipment Tender	12 .33
25210 - Water Treatment Plant Operator	16 .47

27000 - Protective Service Occupations

(not set) - Police Officer	18 .63
27004 - Alarm Monitor	11 .39
27006 - Corrections Officer	14 .99
27010 - Court Security Officer	15 .56
27040 - Detention Officer	14 .99
27070 - Firefighter	14 .97
27101 - Guard I	7 .12
27102 - Guard II	9 .58

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	15 .77
28020 - Hatch Tender	15 .77
28030 - Line Handler	15 .77
28040 - Stevedore I	14 .72
28050 - Stevedore II	16 .83

29000 - Technical Occupations

21150 - Graphic Artist	17 .85
29010 - Air Traffic Control Specialist, Center (2)	28 .21
29011 - Air Traffic Control Specialist, Station (2)	19 .46

COPY

29012 - Air Traffic Control Specialist, Terminal (2)	21 .43
29023 - Archeological Technician I	13 .01
29024 - Archeological Technician II	14 .57
29025 - Archeological Technician III	18 .03
29030 - Cartographic Technician	20 .82
29035 - Computer Based Training (CBT) Specialist/ Instructor	20 .53
29040 - Civil Engineering Technician	18 .03
29061 - Drafter I	10 .26
29062 - Drafter II	12 .20
29063 - Drafter III	17 .12
29064 - Drafter IV	18 .03
29081 - Engineering Technician I	11 .47
29082 - Engineering Technician II	11 .95
29083 - Engineering Technician III	13 .43
29084 - Engineering Technician IV	17 .28
29085 - Engineering Technician V	21 .09
29086 - Engineering Technician VI	25 .57
29090 - Environmental Technician	15 .24
29100 - Flight Simulator/Instructor (Pilot)	23 .33
29160 - Instructor	17 .58
29210 - Laboratory Technician	13 .72
29240 - Mathematical Technician	18 .03
29361 - Paralegal/Legal Assistant I	15 .44
29362 - Paralegal/Legal Assistant II	15 .81

29363 - Paralegal/Legal Assistant III	19 .34
29364 - Paralegal/Legal Assistant IV	23 .40
29390 - Photooptics Technician	16 .85
29480 - Technical Writer	21 .27
29491 - Unexploded Ordnance (UXO) Technician I	17 .93
29492 - Unexploded Ordnance (UXO) Technician II	21 .70
29493 - Unexploded Ordnance (UXO) Technician III	26 .01
29494 - Unexploded (UXO) Safety Escort	17 .93
29495 - Unexploded (UXO) Sweep Personnel	17 .93
29620 - Weather Observer, Senior (3)	15 .17
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13 .66
29622 - Weather Observer, Upper Air (3)	13 .66
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12 .56
31260 - Parking and Lot Attendant	5 .86
31290 - Shuttle Bus Driver	8 .15
31300 - Taxi Driver	7 .84
31361 - Truckdriver, Light Truck	9 .21
31362 - Truckdriver, Medium Truck	12 .07
31363 - Truckdriver, Heavy Truck	12 .51
31364 - Truckdriver, Tractor-Trailer	12 .51
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	6 .97
99030 - Cashier	7 .15

COPY

99041 - Carnival Equipment Operator	8 .89	
99042 - Carnival Equipment Repairer	7 .76	
99043 - Carnival Worker	6 .73	
99050 - Desk Clerk	9 .46	
99095 - Embalmer	17 .93	
99300 - Lifeguard	9 .42	
99310 - Mortician	17 .93	
99350 - Park Attendant (Aide)	11 .84	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8 .56	
99500 - Recreation Specialist	10 .38	
99510 - Recycling Worker	10 .31	
99610 - Sales Clerk	9 .24	
99620 - School Crossing Guard (Crosswalk Attendant)	5 .90	
99630 - Sport Official	9 .42	
99658 - Survey Party Chief (Chief of Party)	13 .89	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13 .26	
99660 - Surveying Aide	9 .67	
99690 - Swimming Pool Operator	9 .24	
99720 - Vending Machine Attendant	8 .95	
99730 - Vending Machine Repairer	11 .06	
99740 - Vending Machine Repairer Helper	8 .95	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

COPY

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at

202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT by direction of the Secretary of Labor, William W. Gross, Director, Division of Wage Determinations

U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, Washington, D.C.

Wage Determination No.: 1994-2361, Revision No: 21, Date of Last Revision: 6/6/03

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9 .33
01012 - Accounting Clerk II	10 .74
01013 - Accounting Clerk III	12 .23
01014 - Accounting Clerk IV	15 .51
01030 - Court Reporter	12 .71
01050 - Dispatcher, Motor Vehicle	12 .71
01060 - Document Preparation Clerk	11 .71
01070 - Messenger (Courier)	8 .48
01090 - Duplicating Machine Operator	11 .71
01110 - Film/Tape Librarian	10 .05
01115 - General Clerk I	8 .21

COPY

01116 - General Clerk II	9 .11
01117 - General Clerk III	10 .11
01118 - General Clerk IV	11 .22
01120 - Housing Referral Assistant	14 .84
01131 - Key Entry Operator I	8 .02
01132 - Key Entry Operator II	10 .02
01191 - Order Clerk I	8 .70
01192 - Order Clerk II	10 .39
01261 - Personnel Assistant (Employment) I	10 .65
01262 - Personnel Assistant (Employment) II	11 .96
01263 - Personnel Assistant (Employment) III	13 .22
01264 - Personnel Assistant (Employment) IV	15 .30
01270 - Production Control Clerk	14 .85
01290 - Rental Clerk	9 .92
01300 - Scheduler, Maintenance	11 .61
01311 - Secretary I	11 .61
01312 - Secretary II	12 .83
01313 - Secretary III	14 .84
01314 - Secretary IV	16 .85
01315 - Secretary V	21 .01
01320 - Service Order Dispatcher	11 .50
01341 - Stenographer I	10 .45
01342 - Stenographer II	11 .74
01400 - Supply Technician	16 .85

COPY

01420 - Survey Worker (Interviewer)	10 .21
01460 - Switchboard Operator-Receptionist	9 .57
01510 - Test Examiner	12 .83
01520 - Test Proctor	12 .83
01531 - Travel Clerk I	10 .38
01532 - Travel Clerk II	11 .19
01533 - Travel Clerk III	11 .90
01611 - Word Processor I	10 .29
01612 - Word Processor II	11 .57
01613 - Word Processor III	12 .94
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11 .50
03041 - Computer Operator I	12 .65
03042 - Computer Operator II	12 .88
03043 - Computer Operator III	17 .02
03044 - Computer Operator IV	18 .92
03045 - Computer Operator V	21 .67
03071 - Computer Programmer I (1)	16 .05
03072 - Computer Programmer II (1)	18 .37
03073 - Computer Programmer III (1)	23 .14
03074 - Computer Programmer IV (1)	27 .62
03101 - Computer Systems Analyst I (1)	18 .21
03102 - Computer Systems Analyst II (1)	23 .51
03103 - Computer Systems Analyst III (1)	27 .62

COPY

03160 - Peripheral Equipment Operator	12 .67
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16 .14
05010 - Automotive Glass Installer	14 .49
05040 - Automotive Worker	14 .49
05070 - Electrician, Automotive	16 .60
05100 - Mobile Equipment Servicer	12 .37
05130 - Motor Equipment Metal Mechanic	16 .47
05160 - Motor Equipment Metal Worker	14 .49
05190 - Motor Vehicle Mechanic	16 .60
05220 - Motor Vehicle Mechanic Helper	12 .47
05250 - Motor Vehicle Upholstery Worker	14 .49
05280 - Motor Vehicle Wrecker	14 .49
05310 - Painter, Automotive	15 .74
05340 - Radiator Repair Specialist	14 .49
05370 - Tire Repairer	10 .94
05400 - Transmission Repair Specialist	16 .47
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7 .14
07010 - Baker	11 .12
07041 - Cook I	9 .75
07042 - Cook II	11 .12
07070 - Dishwasher	6 .70
07130 - Meat Cutter	14 .61

07250 - Waiter/Waitress	7 .22
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14 .65
09040 - Furniture Handler	11 .32
09070 - Furniture Refinisher	14 .49
09100 - Furniture Refinisher Helper	11 .32
09110 - Furniture Repairer, Minor	13 .70
09130 - Upholsterer	14 .65
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7 .59
11060 - Elevator Operator	7 .60
11090 - Gardener	12 .49
11121 - House Keeping Aid I	6 .87
11122 - House Keeping Aid II	7 .92
11150 - Janitor	8 .11
11210 - Laborer, Grounds Maintenance	9 .09
11240 - Maid or Houseman	6 .87
11270 - Pest Controller	12 .83
11300 - Refuse Collector	7 .50
11330 - Tractor Operator	11 .45
11360 - Window Cleaner	9 .34
12000 - Health Occupations	
12020 - Dental Assistant	11 .27
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13 .56
12071 - Licensed Practical Nurse I	13 .53

COPY

12072 - Licensed Practical Nurse II	13 .53
12073 - Licensed Practical Nurse III	15 .14
12100 - Medical Assistant	11 .23
12130 - Medical Laboratory Technician	13 .58
12160 - Medical Record Clerk	11 .24
12190 - Medical Record Technician	13 .54
12221 - Nursing Assistant I	8 .21
12222 - Nursing Assistant II	9 .23
12223 - Nursing Assistant III	10 .08
12224 - Nursing Assistant IV	11 .31
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	10 .88
12311 - Registered Nurse I	15 .58
12312 - Registered Nurse II	19 .06
12313 - Registered Nurse II, Specialist	19 .06
12314 - Registered Nurse III	23 .07
12315 - Registered Nurse III, Anesthetist	23 .07
12316 - Registered Nurse IV	27 .64
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	13 .13
13011 - Exhibits Specialist I	12 .68
13012 - Exhibits Specialist II	15 .48
13013 - Exhibits Specialist III	19 .37
13041 - Illustrator I	14 .58

COPY

13042 - Illustrator II	17 .80
13043 - Illustrator III	22 .28
13047 - Librarian	16 .89
13050 - Library Technician	10 .09
13071 - Photographer I	12 .97
13072 - Photographer II	14 .40
13073 - Photographer III	17 .72
13074 - Photographer IV	19 .84
13075 - Photographer V	24 .00
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6 .84
15030 - Counter Attendant	6 .84
15040 - Dry Cleaner	8 .26
15070 - Finisher, Flatwork, Machine	6 .84
15090 - Presser, Hand	6 .84
15100 - Presser, Machine, Drycleaning	6 .84
15130 - Presser, Machine, Shirts	6 .84
15160 - Presser, Machine, Wearing Apparel, Laundry	6 .84
15190 - Sewing Machine Operator	8 .72
15220 - Tailor	9 .79
15250 - Washer, Machine	7 .33
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16 .58
19040 - Tool and Die Maker	20 .02

COPY

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	13 .34
21020 - Material Coordinator	14 .81
21030 - Material Expediter	14 .81
21040 - Material Handling Laborer	9 .92
21050 - Order Filler	9 .93
21071 - Forklift Operator	11 .99
21080 - Production Line Worker (Food Processing)	11 .54
21100 - Shipping/Receiving Clerk	10 .67
21130 - Shipping Packer	10 .67
21140 - Store Worker I	8 .08
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	10 .92
21210 - Tools and Parts Attendant	11 .54
21400 - Warehouse Specialist	11 .54

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	17 .09
23040 - Aircraft Mechanic Helper	12 .45
23050 - Aircraft Quality Control Inspector	18 .22
23060 - Aircraft Servicer	14 .08
23070 - Aircraft Worker	15 .07
23100 - Appliance Mechanic	14 .49
23120 - Bicycle Repairer	10 .94
23125 - Cable Splicer	18 .36
23130 - Carpenter, Maintenance	14 .49

COPY

23140 - Carpet Layer	16 .25
23160 - Electrician, Maintenance	17 .85
23181 - Electronics Technician, Maintenance I	16 .43
23182 - Electronics Technician, Maintenance II	20 .28
23183 - Electronics Technician, Maintenance III	21 .52
23260 - Fabric Worker	11 .66
23290 - Fire Alarm System Mechanic	15 .54
23310 - Fire Extinguisher Repairer	12 .80
23340 - Fuel Distribution System Mechanic	16 .20
23370 - General Maintenance Worker	13 .70
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15 .91
23430 - Heavy Equipment Mechanic	15 .95
23440 - Heavy Equipment Operator	14 .43
23460 - Instrument Mechanic	16 .77
23470 - Laborer	9 .03
23500 - Locksmith	15 .64
23530 - Machinery Maintenance Mechanic	18 .43
23550 - Machinist, Maintenance	17 .55
23580 - Maintenance Trades Helper	12 .04
23640 - Millwright	17 .20
23700 - Office Appliance Repairer	15 .64
23740 - Painter, Aircraft	14 .49
23760 - Painter, Maintenance	14 .49
23790 - Pipefitter, Maintenance	18 .61

23800 - Plumber, Maintenance	17 .41
23820 - Pneudraulic Systems Mechanic	16 .77
23850 - Rigger	16 .77
23870 - Scale Mechanic	15 .20
23890 - Sheet-Metal Worker, Maintenance	15 .20
23910 - Small Engine Mechanic	13 .70
23930 - Telecommunication Mechanic I	15 .20
23931 - Telecommunication Mechanic II	16 .02
23950 - Telephone Lineman	15 .20
23960 - Welder, Combination, Maintenance	15 .20
23965 - Well Driller	17 .09
23970 - Woodcraft Worker	16 .77
23980 - Woodworker	15 .20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8 .52
24580 - Child Care Center Clerk	12 .21
24600 - Chore Aid	7 .76
24630 - Homemaker	15 .61
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17 .51
25040 - Sewage Plant Operator	16 .66
25070 - Stationary Engineer	17 .51
25190 - Ventilation Equipment Tender	10 .83
25210 - Water Treatment Plant Operator	14 .99

27000 - Protective Service Occupations

(not set) - Police Officer	16 .46
27004 - Alarm Monitor	8 .79
27006 - Corrections Officer	12 .06
27010 - Court Security Officer	13 .27
27040 - Detention Officer	12 .06
27070 - Firefighter	12 .65
27101 - Guard I	7 .87
27102 - Guard II	8 .80

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	13 .67
28020 - Hatch Tender	13 .67
28030 - Line Handler	13 .67
28040 - Stevedore I	13 .28
28050 - Stevedore II	13 .86

29000 - Technical Occupations

21150 - Graphic Artist	18 .52
29010 - Air Traffic Control Specialist, Center (2)	29 .10
29011 - Air Traffic Control Specialist, Station (2)	20 .07
29012 - Air Traffic Control Specialist, Terminal (2)	22 .09
29023 - Archeological Technician I	14 .26
29024 - Archeological Technician II	15 .95
29025 - Archeological Technician III	19 .75
29030 - Cartographic Technician	19 .85
29035 - Computer Based Training (CBT) Specialist/ Instructor	22 .03

COPY

29040 - Civil Engineering Technician	18 .21
29061 - Drafter I	12 .80
29062 - Drafter II	14 .37
29063 - Drafter III	17 .24
29064 - Drafter IV	19 .63
29081 - Engineering Technician I	14 .30
29082 - Engineering Technician II	16 .05
29083 - Engineering Technician III	17 .95
29084 - Engineering Technician IV	20 .00
29085 - Engineering Technician V	23 .80
29086 - Engineering Technician VI	28 .75
29090 - Environmental Technician	17 .64
29100 - Flight Simulator/Instructor (Pilot)	25 .50
29160 - Instructor	19 .41
29210 - Laboratory Technician	16 .98
29240 - Mathematical Technician	19 .14
29361 - Paralegal/Legal Assistant I	11 .44
29362 - Paralegal/Legal Assistant II	15 .02
29363 - Paralegal/Legal Assistant III	18 .38
29364 - Paralegal/Legal Assistant IV	22 .22
29390 - Photooptics Technician	16 .64
29480 - Technical Writer	21 .66
29491 - Unexploded Ordnance (UXO) Technician I	18 .49
29492 - Unexploded Ordnance (UXO) Technician II	22 .37

29493 - Unexploded Ordnance (UXO) Technician III	26 .81
29494 - Unexploded (UXO) Safety Escort	18 .49
29495 - Unexploded (UXO) Sweep Personnel	18 .49
29620 - Weather Observer, Senior (3)	18 .87
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16 .98
29622 - Weather Observer, Upper Air (3)	16 .98
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12 .98
31260 - Parking and Lot Attendant	7 .82
31290 - Shuttle Bus Driver	12 .06
31300 - Taxi Driver	9 .57
31361 - Truckdriver, Light Truck	11 .11
31362 - Truckdriver, Medium Truck	13 .87
31363 - Truckdriver, Heavy Truck	15 .25
31364 - Truckdriver, Tractor-Trailer	15 .25
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9 .61
99030 - Cashier	7 .89
99041 - Carnival Equipment Operator	10 .88
99042 - Carnival Equipment Repairer	11 .85
99043 - Carnival Worker	7 .50
99050 - Desk Clerk	8 .52
99095 - Embalmer	18 .49
99300 - Lifeguard	9 .72

99310 - Mortician	18 .49
99350 - Park Attendant (Aide)	12 .20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10 .54
99500 - Recreation Specialist	13 .57
99510 - Recycling Worker	10 .88
99610 - Sales Clerk	9 .41
99620 - School Crossing Guard (Crosswalk Attendant)	7 .27
99630 - Sport Official	9 .17
99658 - Survey Party Chief (Chief of Party)	13 .68
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12 .55
99660 - Surveying Aide	12 .44
99690 - Swimming Pool Operator	11 .90
99720 - Vending Machine Attendant	9 .56
99730 - Vending Machine Repairer	11 .90
99740 - Vending Machine Repairer Helper	8 .57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day,

Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a

reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
by direction of the Secretary of Labor, William W. Gross, Director, Division of Wage Determinations

U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, Washington,
D.C.

Wage Determination No.: 1994-2037, Revision No: 25, Date of Last Revision: 5/30/03

State: Arkansas

Area: Arkansas Counties of Benton, Carroll, Crawford, Franklin, Johnson, Logan, Madison, Newton, Polk,
Scott, Sebastian, Washington

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8 .87
01012 - Accounting Clerk II	11 .27
01013 - Accounting Clerk III	14 .86
01014 - Accounting Clerk IV	14 .96
01030 - Court Reporter	11 .29
01050 - Dispatcher, Motor Vehicle	13 .27
01060 - Document Preparation Clerk	10 .13
01070 - Messenger (Courier)	7 .54
01090 - Duplicating Machine Operator	10 .13
01110 - Film/Tape Librarian	9 .43
01115 - General Clerk I	7 .91

01116 - General Clerk II	8 .89
01117 - General Clerk III	9 .69
01118 - General Clerk IV	10 .86
01120 - Housing Referral Assistant	12 .88
01131 - Key Entry Operator I	8 .86
01132 - Key Entry Operator II	10 .15
01191 - Order Clerk I	8 .84
01192 - Order Clerk II	10 .80
01261 - Personnel Assistant (Employment) I	9 .80
01262 - Personnel Assistant (Employment) II	11 .20
01263 - Personnel Assistant (Employment) III	11 .73
01264 - Personnel Assistant (Employment) IV	13 .39
01270 - Production Control Clerk	15 .03
01290 - Rental Clerk	9 .11
01300 - Scheduler, Maintenance	9 .70
01311 - Secretary I	9 .70
01312 - Secretary II	11 .29
01313 - Secretary III	12 .88
01314 - Secretary IV	13 .24
01315 - Secretary V	14 .85
01320 - Service Order Dispatcher	11 .42
01341 - Stenographer I	7 .95
01342 - Stenographer II	8 .91
01400 - Supply Technician	13 .24

01420 - Survey Worker (Interviewer)	9 .75
01460 - Switchboard Operator-Receptionist	8 .54
01510 - Test Examiner	11 .29
01520 - Test Proctor	11 .29
01531 - Travel Clerk I	9 .01
01532 - Travel Clerk II	9 .80
01533 - Travel Clerk III	10 .36
01611 - Word Processor I	8 .60
01612 - Word Processor II	10 .05
01613 - Word Processor III	11 .21
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12 .25
03041 - Computer Operator I	11 .97
03042 - Computer Operator II	14 .26
03043 - Computer Operator III	16 .42
03044 - Computer Operator IV	16 .81
03045 - Computer Operator V	20 .20
03071 - Computer Programmer I (1)	11 .58
03072 - Computer Programmer II (1)	14 .20
03073 - Computer Programmer III (1)	16 .67
03074 - Computer Programmer IV (1)	20 .36
03101 - Computer Systems Analyst I (1)	18 .67
03102 - Computer Systems Analyst II (1)	21 .77
03103 - Computer Systems Analyst III (1)	25 .95

03160 - Peripheral Equipment Operator	11 .97
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	13 .73
05010 - Automotive Glass Installer	12 .16
05040 - Automotive Worker	12 .16
05070 - Electrician, Automotive	12 .88
05100 - Mobile Equipment Servicer	11 .00
05130 - Motor Equipment Metal Mechanic	13 .59
05160 - Motor Equipment Metal Worker	12 .16
05190 - Motor Vehicle Mechanic	13 .59
05220 - Motor Vehicle Mechanic Helper	10 .88
05250 - Motor Vehicle Upholstery Worker	11 .44
05280 - Motor Vehicle Wrecker	12 .19
05310 - Painter, Automotive	12 .88
05340 - Radiator Repair Specialist	12 .16
05370 - Tire Repairer	10 .37
05400 - Transmission Repair Specialist	13 .59
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8 .04
07010 - Baker	12 .42
07041 - Cook I	10 .97
07042 - Cook II	12 .42
07070 - Dishwasher	8 .04
07130 - Meat Cutter	12 .42

07250 - Waiter/Waitress	8 .78
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	12 .88
09040 - Furniture Handler	8 .59
09070 - Furniture Refinisher	12 .88
09100 - Furniture Refinisher Helper	10 .02
09110 - Furniture Repairer, Minor	11 .44
09130 - Upholsterer	13 .62
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8 .17
11060 - Elevator Operator	8 .04
11090 - Gardener	10 .97
11121 - House Keeping Aid I	7 .19
11122 - House Keeping Aid II	8 .04
11150 - Janitor	8 .11
11210 - Laborer, Grounds Maintenance	8 .78
11240 - Maid or Houseman	7 .19
11270 - Pest Controller	11 .80
11300 - Refuse Collector	10 .05
11330 - Tractor Operator	10 .24
11360 - Window Cleaner	8 .86
12000 - Health Occupations	
12020 - Dental Assistant	10 .93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11 .32
12071 - Licensed Practical Nurse I	10 .20

12072 - Licensed Practical Nurse II	11 .45
12073 - Licensed Practical Nurse III	12 .80
12100 - Medical Assistant	9 .77
12130 - Medical Laboratory Technician	13 .90
12160 - Medical Record Clerk	9 .86
12190 - Medical Record Technician	13 .66
12221 - Nursing Assistant I	7 .25
12222 - Nursing Assistant II	8 .15
12223 - Nursing Assistant III	8 .89
12224 - Nursing Assistant IV	9 .98
12250 - Pharmacy Technician	12 .18
12280 - Phlebotomist	12 .61
12311 - Registered Nurse I	15 .04
12312 - Registered Nurse II	18 .41
12313 - Registered Nurse II, Specialist	18 .41
12314 - Registered Nurse III	22 .28
12315 - Registered Nurse III, Anesthetist	22 .28
12316 - Registered Nurse IV	26 .69
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18 .10
13011 - Exhibits Specialist I	14 .61
13012 - Exhibits Specialist II	18 .10
13013 - Exhibits Specialist III	22 .13
13041 - Illustrator I	14 .61

13042 - Illustrator II	18 .10
13043 - Illustrator III	22 .13
13047 - Librarian	20 .04
13050 - Library Technician	13 .59
13071 - Photographer I	11 .47
13072 - Photographer II	12 .74
13073 - Photographer III	16 .00
13074 - Photographer IV	19 .45
13075 - Photographer V	23 .53
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7 .69
15030 - Counter Attendant	7 .69
15040 - Dry Cleaner	7 .69
15070 - Finisher, Flatwork, Machine	7 .69
15090 - Presser, Hand	7 .69
15100 - Presser, Machine, Drycleaning	7 .69
15130 - Presser, Machine, Shirts	7 .69
15160 - Presser, Machine, Wearing Apparel, Laundry	7 .69
15190 - Sewing Machine Operator	8 .60
15220 - Tailor	9 .36
15250 - Washer, Machine	8 .46
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	12 .88
19040 - Tool and Die Maker	15 .78

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	12 .85
21020 - Material Coordinator	15 .03
21030 - Material Expediter	15 .03
21040 - Material Handling Laborer	9 .19
21050 - Order Filler	9 .01
21071 - Forklift Operator	11 .74
21080 - Production Line Worker (Food Processing)	10 .50
21100 - Shipping/Receiving Clerk	12 .20
21130 - Shipping Packer	10 .61
21140 - Store Worker I	8 .22
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	10 .92
21210 - Tools and Parts Attendant	10 .50
21400 - Warehouse Specialist	10 .50

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	14 .83
23040 - Aircraft Mechanic Helper	10 .81
23050 - Aircraft Quality Control Inspector	15 .62
23060 - Aircraft Servicer	12 .42
23070 - Aircraft Worker	13 .21
23100 - Appliance Mechanic	12 .88
23120 - Bicycle Repairer	10 .37
23125 - Cable Splicer	20 .12
23130 - Carpenter, Maintenance	14 .14

23140 - Carpet Layer	12 .16
23160 - Electrician, Maintenance	15 .49
23181 - Electronics Technician, Maintenance I	12 .86
23182 - Electronics Technician, Maintenance II	15 .63
23183 - Electronics Technician, Maintenance III	16 .49
23260 - Fabric Worker	12 .06
23290 - Fire Alarm System Mechanic	15 .83
23310 - Fire Extinguisher Repairer	11 .28
23340 - Fuel Distribution System Mechanic	15 .83
23370 - General Maintenance Worker	13 .31
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14 .38
23430 - Heavy Equipment Mechanic	15 .18
23440 - Heavy Equipment Operator	14 .95
23460 - Instrument Mechanic	15 .83
23470 - Laborer	9 .19
23500 - Locksmith	13 .62
23530 - Machinery Maintenance Mechanic	14 .83
23550 - Machinist, Maintenance	14 .15
23580 - Maintenance Trades Helper	10 .88
23640 - Millwright	15 .83
23700 - Office Appliance Repairer	13 .62
23740 - Painter, Aircraft	13 .62
23760 - Painter, Maintenance	12 .88
23790 - Pipefitter, Maintenance	15 .81

23800 - Plumber, Maintenance	14 .81
23820 - Pneudraulic Systems Mechanic	15 .83
23850 - Rigger	15 .83
23870 - Scale Mechanic	12 .83
23890 - Sheet-Metal Worker, Maintenance	13 .59
23910 - Small Engine Mechanic	12 .16
23930 - Telecommunication Mechanic I	17 .84
23931 - Telecommunication Mechanic II	18 .78
23950 - Telephone Lineman	17 .84
23960 - Welder, Combination, Maintenance	13 .59
23965 - Well Driller	16 .29
23970 - Woodcraft Worker	15 .83
23980 - Woodworker	10 .73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8 .29
24580 - Child Care Center Clerk	11 .25
24600 - Chore Aid	7 .68
24630 - Homemaker	12 .35
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15 .56
25040 - Sewage Plant Operator	12 .88
25070 - Stationary Engineer	15 .56
25190 - Ventilation Equipment Tender	11 .38
25210 - Water Treatment Plant Operator	12 .88

27000 - Protective Service Occupations

(not set) - Police Officer	15 .56
27004 - Alarm Monitor	8 .25
27006 - Corrections Officer	13 .68
27010 - Court Security Officer	13 .68
27040 - Detention Officer	13 .68
27070 - Firefighter	12 .08
27101 - Guard I	8 .16
27102 - Guard II	9 .14

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	12 .83
28020 - Hatch Tender	12 .83
28030 - Line Handler	12 .83
28040 - Stevedore I	12 .04
28050 - Stevedore II	13 .62

29000 - Technical Occupations

21150 - Graphic Artist	14 .26
29010 - Air Traffic Control Specialist, Center (2)	29 .10
29011 - Air Traffic Control Specialist, Station (2)	20 .07
29012 - Air Traffic Control Specialist, Terminal (2)	22 .09
29023 - Archeological Technician I	12 .45
29024 - Archeological Technician II	13 .92
29025 - Archeological Technician III	17 .25
29030 - Cartographic Technician	23 .28
29035 - Computer Based Training (CBT) Specialist/ Instructor	18 .67

29040 - Civil Engineering Technician	17 .91
29061 - Drafter I	8 .14
29062 - Drafter II	12 .36
29063 - Drafter III	13 .74
29064 - Drafter IV	17 .26
29081 - Engineering Technician I	9 .99
29082 - Engineering Technician II	15 .18
29083 - Engineering Technician III	16 .87
29084 - Engineering Technician IV	21 .23
29085 - Engineering Technician V	25 .75
29086 - Engineering Technician VI	31 .17
29090 - Environmental Technician	17 .26
29100 - Flight Simulator/Instructor (Pilot)	21 .17
29160 - Instructor	15 .39
29210 - Laboratory Technician	15 .14
29240 - Mathematical Technician	17 .26
29361 - Paralegal/Legal Assistant I	9 .82
29362 - Paralegal/Legal Assistant II	13 .40
29363 - Paralegal/Legal Assistant III	16 .37
29364 - Paralegal/Legal Assistant IV	19 .82
29390 - Photooptics Technician	19 .72
29480 - Technical Writer	17 .93
29491 - Unexploded Ordnance (UXO) Technician I	18 .49
29492 - Unexploded Ordnance (UXO) Technician II	22 .37

COPY

29493 - Unexploded Ordnance (UXO) Technician III	26 .81
29494 - Unexploded (UXO) Safety Escort	18 .49
29495 - Unexploded (UXO) Sweep Personnel	18 .49
29620 - Weather Observer, Senior (3)	17 .26
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15 .31
29622 - Weather Observer, Upper Air (3)	15 .31
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12 .06
31260 - Parking and Lot Attendant	10 .07
31290 - Shuttle Bus Driver	11 .28
31300 - Taxi Driver	10 .10
31361 - Truckdriver, Light Truck	10 .47
31362 - Truckdriver, Medium Truck	12 .82
31363 - Truckdriver, Heavy Truck	14 .74
31364 - Truckdriver, Tractor-Trailer	14 .74
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9 .50
99030 - Cashier	6 .77
99041 - Carnival Equipment Operator	10 .24
99042 - Carnival Equipment Repairer	10 .97
99043 - Carnival Worker	8 .04
99050 - Desk Clerk	8 .29
99095 - Embalmer	18 .49
99300 - Lifeguard	9 .72

99310 - Mortician	18 .49	
99350 - Park Attendant (Aide)	12 .20	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9 .72	
99500 - Recreation Specialist	11 .50	
99510 - Recycling Worker	13 .24	
99610 - Sales Clerk	8 .89	
99620 - School Crossing Guard (Crosswalk Attendant)	8 .04	
99630 - Sport Official	9 .72	
99658 - Survey Party Chief (Chief of Party)	12 .11	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11 .01	
99660 - Surveying Aide	8 .01	
99690 - Swimming Pool Operator	12 .42	
99720 - Vending Machine Attendant	10 .24	
99730 - Vending Machine Repairer	12 .42	
99740 - Vending Machine Repairer Helper		10 .24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29

CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be

paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

by direction of the Secretary of Labor, William W. Gross, Director, Division of Wage Determinations

U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division, Washington, D.C.

Wage Determination No.: 1994-2493, Revision No: 18, Date of Last Revision: 6/5/03

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9 .54
01012 - Accounting Clerk II	10 .41
01013 - Accounting Clerk III	11 .32
01014 - Accounting Clerk IV	12 .65
01030 - Court Reporter	13 .28
01050 - Dispatcher, Motor Vehicle	11 .93
01060 - Document Preparation Clerk	9 .82
01070 - Messenger (Courier)	7 .77
01090 - Duplicating Machine Operator	9 .82
01110 - Film/Tape Librarian	10 .62
01115 - General Clerk I	8 .20

01116 - General Clerk II	9 .74
01117 - General Clerk III	11 .85
01118 - General Clerk IV	13 .29
01120 - Housing Referral Assistant	16 .08
01131 - Key Entry Operator I	9 .82
01132 - Key Entry Operator II	13 .19
01191 - Order Clerk I	9 .75
01192 - Order Clerk II	13 .65
01261 - Personnel Assistant (Employment) I	8 .08
01262 - Personnel Assistant (Employment) II	9 .59
01263 - Personnel Assistant (Employment) III	11 .66
01264 - Personnel Assistant (Employment) IV	13 .10
01270 - Production Control Clerk	15 .70
01290 - Rental Clerk	9 .65
01300 - Scheduler, Maintenance	13 .08
01311 - Secretary I	13 .08
01312 - Secretary II	13 .28
01313 - Secretary III	16 .08
01314 - Secretary IV	17 .90
01315 - Secretary V	19 .80
01320 - Service Order Dispatcher	11 .78
01341 - Stenographer I	11 .64
01342 - Stenographer II	13 .09
01400 - Supply Technician	17 .90

COPY

01420 - Survey Worker (Interviewer)	11 .27
01460 - Switchboard Operator-Receptionist	9 .50
01510 - Test Examiner	13 .28
01520 - Test Proctor	13 .28
01531 - Travel Clerk I	9 .97
01532 - Travel Clerk II	10 .60
01533 - Travel Clerk III	11 .43
01611 - Word Processor I	9 .22
01612 - Word Processor II	11 .46
01613 - Word Processor III	13 .40
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9 .42
03041 - Computer Operator I	11 .71
03042 - Computer Operator II	13 .10
03043 - Computer Operator III	16 .46
03044 - Computer Operator IV	17 .13
03045 - Computer Operator V	18 .96
03071 - Computer Programmer I (1)	15 .48
03072 - Computer Programmer II (1)	19 .19
03073 - Computer Programmer III (1)	20 .67
03074 - Computer Programmer IV (1)	25 .00
03101 - Computer Systems Analyst I (1)	21 .35
03102 - Computer Systems Analyst II (1)	25 .83
03103 - Computer Systems Analyst III (1)	27 .62

03160 - Peripheral Equipment Operator	11 .71
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	16 .09
05010 - Automotive Glass Installer	13 .35
05040 - Automotive Worker	13 .35
05070 - Electrician, Automotive	14 .03
05100 - Mobile Equipment Servicer	11 .97
05130 - Motor Equipment Metal Mechanic	14 .69
05160 - Motor Equipment Metal Worker	13 .35
05190 - Motor Vehicle Mechanic	14 .48
05220 - Motor Vehicle Mechanic Helper	11 .43
05250 - Motor Vehicle Upholstery Worker	12 .66
05280 - Motor Vehicle Wrecker	13 .35
05310 - Painter, Automotive	15 .91
05340 - Radiator Repair Specialist	13 .35
05370 - Tire Repairer	10 .86
05400 - Transmission Repair Specialist	14 .48
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8 .17
07010 - Baker	10 .55
07041 - Cook I	9 .46
07042 - Cook II	10 .55
07070 - Dishwasher	7 .80
07130 - Meat Cutter	12 .25

07250 - Waiter/Waitress	7 .79
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15 .48
09040 - Furniture Handler	10 .90
09070 - Furniture Refinisher	15 .48
09100 - Furniture Refinisher Helper	12 .42
09110 - Furniture Repairer, Minor	13 .93
09130 - Upholsterer	15 .48
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8 .11
11060 - Elevator Operator	8 .70
11090 - Gardener	10 .96
11121 - House Keeping Aid I	7 .61
11122 - House Keeping Aid II	8 .73
11150 - Janitor	9 .23
11210 - Laborer, Grounds Maintenance	9 .03
11240 - Maid or Houseman	7 .61
11270 - Pest Controller	11 .38
11300 - Refuse Collector	9 .57
11330 - Tractor Operator	10 .95
11360 - Window Cleaner	10 .20
12000 - Health Occupations	
12020 - Dental Assistant	10 .93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10 .93
12071 - Licensed Practical Nurse I	9 .90

12072 - Licensed Practical Nurse II	11 .09
12073 - Licensed Practical Nurse III	12 .42
12100 - Medical Assistant	10 .74
12130 - Medical Laboratory Technician	12 .21
12160 - Medical Record Clerk	9 .77
12190 - Medical Record Technician	13 .54
12221 - Nursing Assistant I	7 .78
12222 - Nursing Assistant II	8 .65
12223 - Nursing Assistant III	9 .54
12224 - Nursing Assistant IV	10 .71
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	11 .36
12311 - Registered Nurse I	15 .84
12312 - Registered Nurse II	19 .39
12313 - Registered Nurse II, Specialist	19 .39
12314 - Registered Nurse III	23 .47
12315 - Registered Nurse III, Anesthetist	23 .47
12316 - Registered Nurse IV	28 .10
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16 .70
13011 - Exhibits Specialist I	15 .13
13012 - Exhibits Specialist II	18 .74
13013 - Exhibits Specialist III	22 .93
13041 - Illustrator I	15 .13

13042 - Illustrator II	18 .74
13043 - Illustrator III	22 .93
13047 - Librarian	19 .04
13050 - Library Technician	10 .78
13071 - Photographer I	11 .64
13072 - Photographer II	15 .31
13073 - Photographer III	18 .97
13074 - Photographer IV	23 .23
13075 - Photographer V	28 .08
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7 .13
15030 - Counter Attendant	7 .13
15040 - Dry Cleaner	9 .34
15070 - Finisher, Flatwork, Machine	7 .13
15090 - Presser, Hand	7 .13
15100 - Presser, Machine, Drycleaning	7 .13
15130 - Presser, Machine, Shirts	7 .13
15160 - Presser, Machine, Wearing Apparel, Laundry	7 .13
15190 - Sewing Machine Operator	10 .07
15220 - Tailor	10 .76
15250 - Washer, Machine	7 .88
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	13 .18
19040 - Tool and Die Maker	15 .75

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	13 .22
21020 - Material Coordinator	14 .86
21030 - Material Expediter	14 .86
21040 - Material Handling Laborer	10 .25
21050 - Order Filler	9 .48
21071 - Forklift Operator	11 .38
21080 - Production Line Worker (Food Processing)	11 .38
21100 - Shipping/Receiving Clerk	10 .31
21130 - Shipping Packer	10 .31
21140 - Store Worker I	9 .27
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12 .70
21210 - Tools and Parts Attendant	11 .38
21400 - Warehouse Specialist	11 .38

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	18 .22
23040 - Aircraft Mechanic Helper	13 .66
23050 - Aircraft Quality Control Inspector	18 .62
23060 - Aircraft Servicer	15 .32
23070 - Aircraft Worker	16 .20
23100 - Appliance Mechanic	15 .48
23120 - Bicycle Repairer	12 .77
23125 - Cable Splicer	16 .22
23130 - Carpenter, Maintenance	15 .48

COPY

23140 - Carpet Layer	14 .73
23160 - Electrician, Maintenance	18 .72
23181 - Electronics Technician, Maintenance I	16 .58
23182 - Electronics Technician, Maintenance II	17 .43
23183 - Electronics Technician, Maintenance III	18 .24
23260 - Fabric Worker	13 .93
23290 - Fire Alarm System Mechanic	16 .22
23310 - Fire Extinguisher Repairer	13 .22
23340 - Fuel Distribution System Mechanic	16 .22
23370 - General Maintenance Worker	14 .74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16 .22
23430 - Heavy Equipment Mechanic	16 .22
23440 - Heavy Equipment Operator	13 .00
23460 - Instrument Mechanic	18 .65
23470 - Laborer	9 .84
23500 - Locksmith	15 .48
23530 - Machinery Maintenance Mechanic	18 .65
23550 - Machinist, Maintenance	16 .30
23580 - Maintenance Trades Helper	12 .42
23640 - Millwright	16 .33
23700 - Office Appliance Repairer	15 .48
23740 - Painter, Aircraft	16 .72
23760 - Painter, Maintenance	15 .48
23790 - Pipefitter, Maintenance	17 .01

23800 - Plumber, Maintenance	16 .23
23820 - Pseudraulic Systems Mechanic	16 .22
23850 - Rigger	16 .58
23870 - Scale Mechanic	14 .74
23890 - Sheet-Metal Worker, Maintenance	16 .22
23910 - Small Engine Mechanic	14 .74
23930 - Telecommunication Mechanic I	16 .28
23931 - Telecommunication Mechanic II	17 .02
23950 - Telephone Lineman	16 .28
23960 - Welder, Combination, Maintenance	16 .22
23965 - Well Driller	16 .22
23970 - Woodcraft Worker	16 .22
23980 - Woodworker	13 .22
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8 .66
24580 - Child Care Center Clerk	10 .78
24600 - Chore Aid	7 .47
24630 - Homemaker	13 .40
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16 .22
25040 - Sewage Plant Operator	15 .93
25070 - Stationary Engineer	16 .22
25190 - Ventilation Equipment Tender	12 .42
25210 - Water Treatment Plant Operator	18 .06

27000 - Protective Service Occupations

(not set) - Police Officer	15 .12
27004 - Alarm Monitor	11 .24
27006 - Corrections Officer	13 .60
27010 - Court Security Officer	13 .60
27040 - Detention Officer	13 .60
27070 - Firefighter	12 .08
27101 - Guard I	8 .31
27102 - Guard II	10 .46

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	12 .95
28020 - Hatch Tender	12 .95
28030 - Line Handler	12 .95
28040 - Stevedore I	13 .02
28050 - Stevedore II	14 .44

29000 - Technical Occupations

21150 - Graphic Artist	17 .05
29010 - Air Traffic Control Specialist, Center (2)	29 .36
29011 - Air Traffic Control Specialist, Station (2)	20 .24
29012 - Air Traffic Control Specialist, Terminal (2)	22 .29
29023 - Archeological Technician I	15 .55
29024 - Archeological Technician II	17 .39
29025 - Archeological Technician III	21 .52
29030 - Cartographic Technician	23 .04
29035 - Computer Based Training (CBT) Specialist/ Instructor	21 .35

COPY

29040 - Civil Engineering Technician	18 .74
29061 - Drafter I	11 .77
29062 - Drafter II	13 .21
29063 - Drafter III	17 .37
29064 - Drafter IV	21 .52
29081 - Engineering Technician I	14 .20
29082 - Engineering Technician II	15 .93
29083 - Engineering Technician III	19 .58
29084 - Engineering Technician IV	23 .44
29085 - Engineering Technician V	25 .44
29086 - Engineering Technician VI	30 .80
29090 - Environmental Technician	16 .55
29100 - Flight Simulator/Instructor (Pilot)	22 .83
29160 - Instructor	20 .03
29210 - Laboratory Technician	15 .61
29240 - Mathematical Technician	14 .73
29361 - Paralegal/Legal Assistant I	13 .45
29362 - Paralegal/Legal Assistant II	14 .96
29363 - Paralegal/Legal Assistant III	18 .25
29364 - Paralegal/Legal Assistant IV	22 .14
29390 - Photooptics Technician	17 .14
29480 - Technical Writer	23 .10
29491 - Unexploded Ordnance (UXO) Technician I	18 .66
29492 - Unexploded Ordnance (UXO) Technician II	22 .57

COPY

29493 - Unexploded Ordnance (UXO) Technician III	27 .05
29494 - Unexploded (UXO) Safety Escort	18 .66
29495 - Unexploded (UXO) Sweep Personnel	18 .66
29620 - Weather Observer, Senior (3)	16 .52
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14 .86
29622 - Weather Observer, Upper Air (3)	14 .86
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11 .57
31260 - Parking and Lot Attendant	7 .51
31290 - Shuttle Bus Driver	12 .38
31300 - Taxi Driver	8 .30
31361 - Truckdriver, Light Truck	12 .38
31362 - Truckdriver, Medium Truck	13 .08
31363 - Truckdriver, Heavy Truck	14 .15
31364 - Truckdriver, Tractor-Trailer	14 .15
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8 .37
99030 - Cashier	7 .54
99041 - Carnival Equipment Operator	10 .21
99042 - Carnival Equipment Repairer	10 .88
99043 - Carnival Worker	8 .11
99050 - Desk Clerk	8 .66
99095 - Embalmer	18 .66
99300 - Lifeguard	9 .80

99310 - Mortician	19 .05
99350 - Park Attendant (Aide)	12 .31
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8 .30
99500 - Recreation Specialist	12 .45
99510 - Recycling Worker	12 .06
99610 - Sales Clerk	8 .99
99620 - School Crossing Guard (Crosswalk Attendant)	8 .92
99630 - Sport Official	9 .80
99658 - Survey Party Chief (Chief of Party)	16 .28
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14 .80
99660 - Surveying Aide	10 .79
99690 - Swimming Pool Operator	12 .03
99720 - Vending Machine Attendant	10 .14
99730 - Vending Machine Repairer	12 .03
99740 - Vending Machine Repairer Helper	10 .14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays

another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms

ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives; and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by

a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.